



Leading In Unprecedented Times: Three Things To Do Right Now

1

COMMUNICATE EARLY & OFTEN

By not communicating, leaders may appear uncaring or unrealistic. It's far better to just share what you do know and to build further credibility by being honest about the limits of your knowledge and the sincere intention to stay as informed and communicative as possible. Open communication solidifies your reputation and supports team morale. It also demonstrates care and respect for team members.

2

OVERCOME TEAM-THREATENING DISTANCES

Get to know the many types of distances that can result from managing a distributed team - physical (place and time), operational (team size, bandwidth and skill levels) and affinity (values, trust, and interdependency). Consider the impact of potential disturbances to the team's shared identity and shared context that may result from an abrupt shift to mandatory teleworking.

3

PREPARE FOR INTENTIONAL RE-ENTRY

Every time the organization calls for a new way of working you must 're-form' your team as a coherent, motivated, and high-performing group. Consider 're-setting' the team dynamics through a dedicated team session; the priority here is to create a dedicated time and space away from the hustle of everyday activities to intentionally ensure the team is aligned after overcoming a major disruption to its day-to-day.

IMPACT.

Business Results. Professional Success.

